Department of Defense

Priority Placement Progra

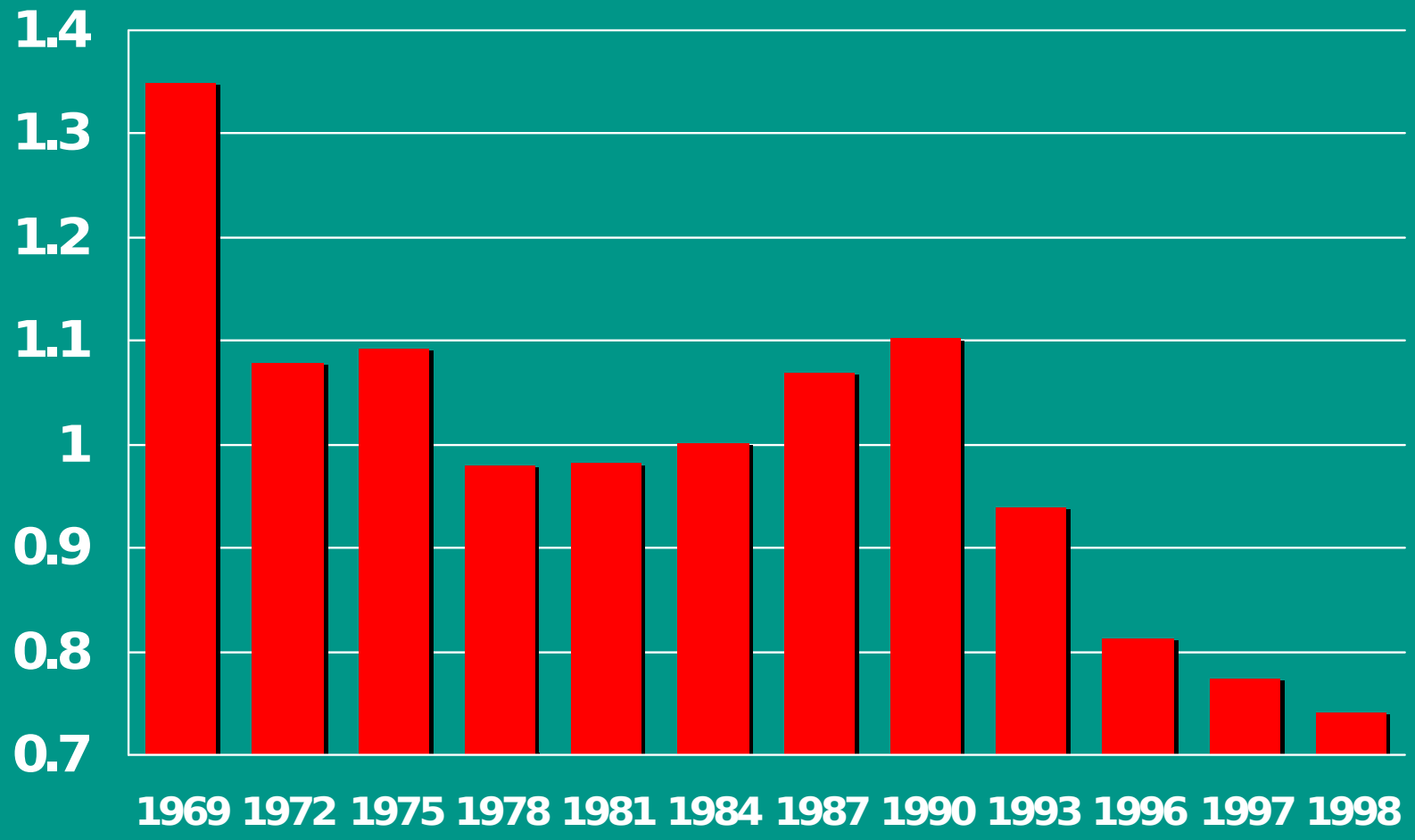
Priority Placement Program

"The most effective outplacement program in the Federal government"

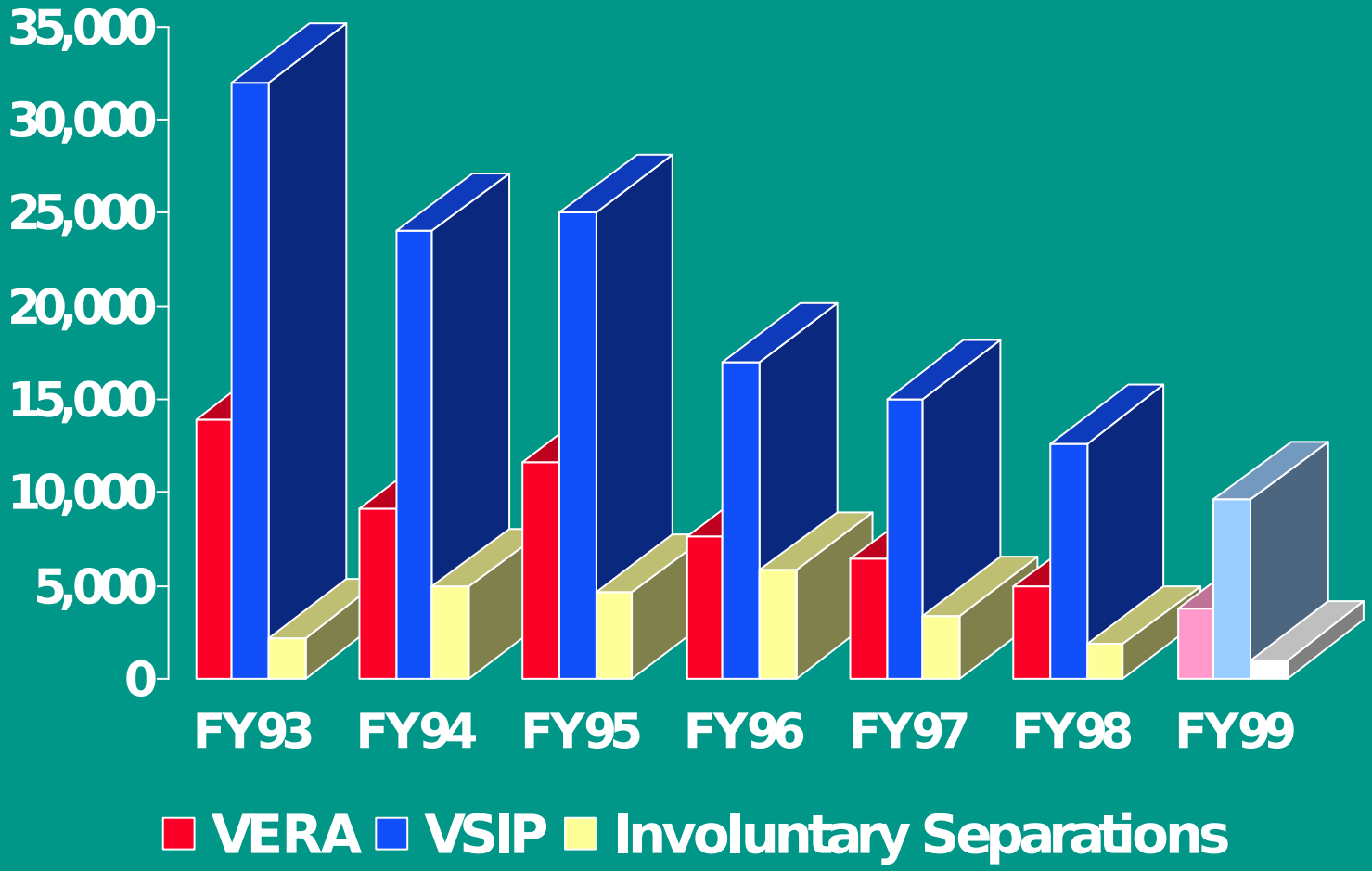
Purpose

- Reduce adverse effects on employees
- Retain needed skills

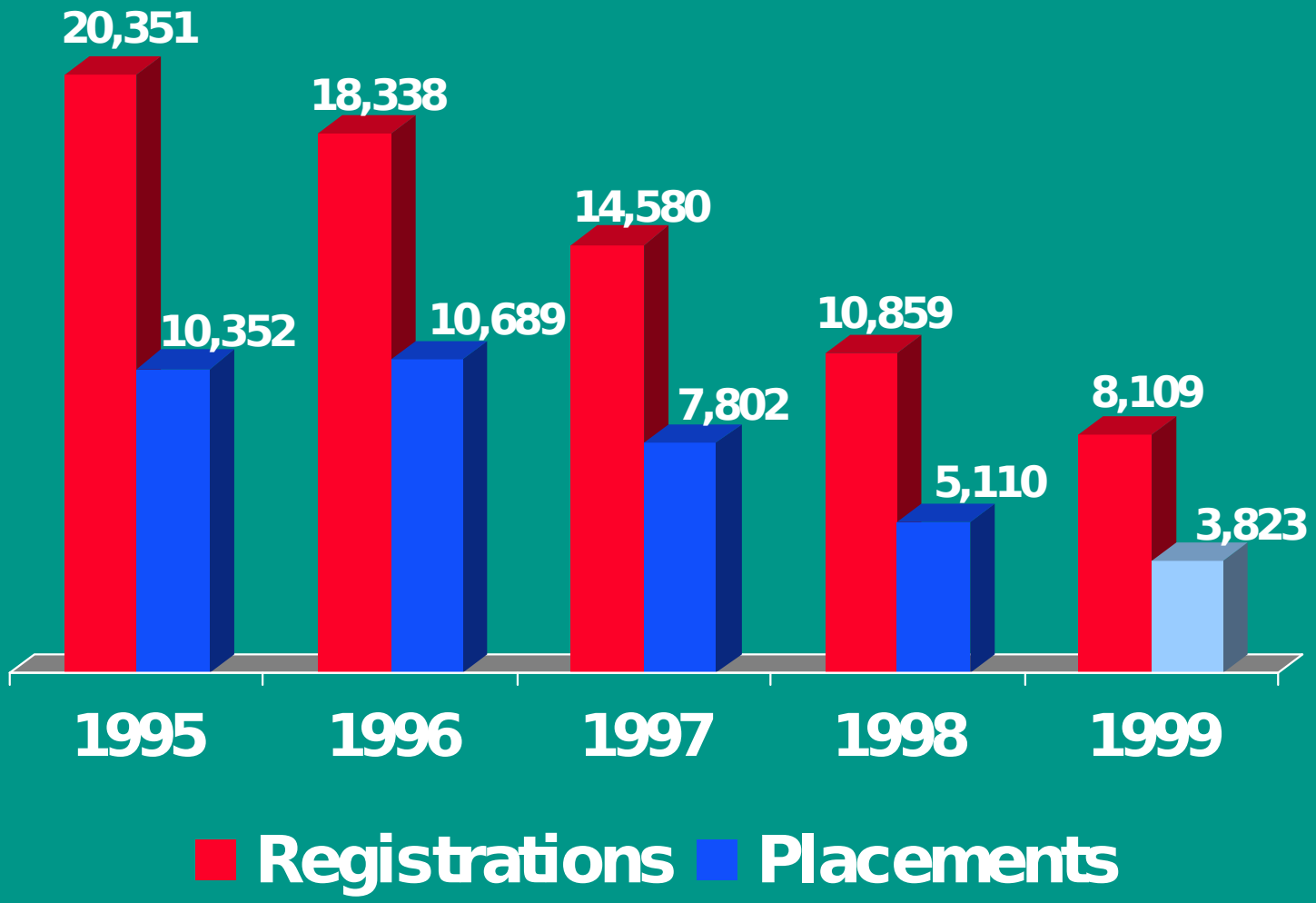
DoD Civilian Employment (in millions)



Downsizing Trends

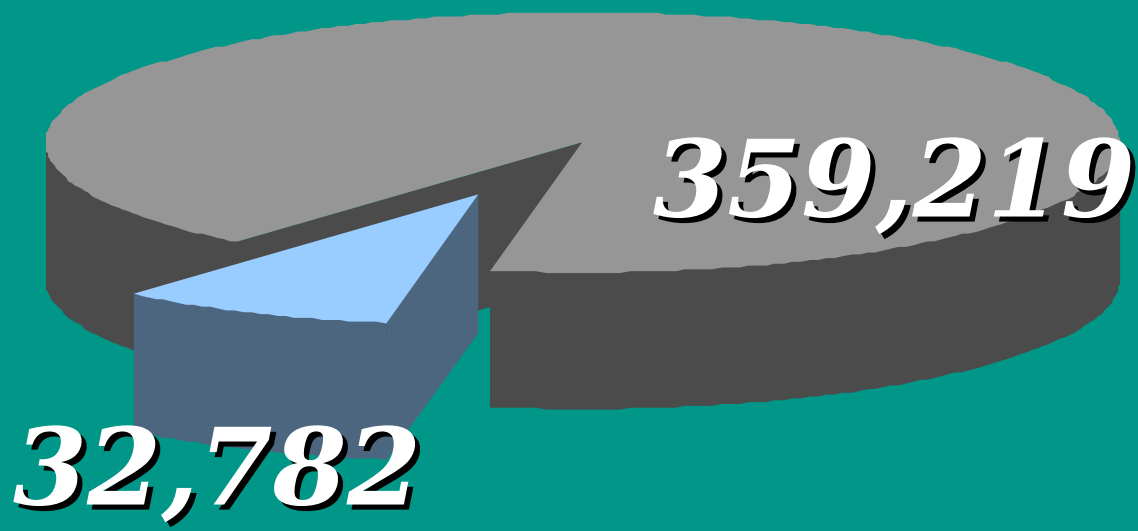


Downsizing Trends



Downsizing Trends

Separations FY89 - FY99



PPP Results

- Over 160,000 placements
- High satisfaction rate
- $$$ savings

PPP Eligibility

- RIF
- Declination of reassignment or functional transfer
- Overseas rotation
- Family members

PPP Ineligibility

- *Unsatisfactory conduct or performance*
- *NAF*
- *Time-limited employees*
- *Incentive recipients*

PPP Ineligibility

- Temporarily physically incapacitated
- Attorneys available only for Attorney positions
- SES employees
- Co-Op students

Referral Priorities

1

RIF separation (no offer)

Referral Priorities

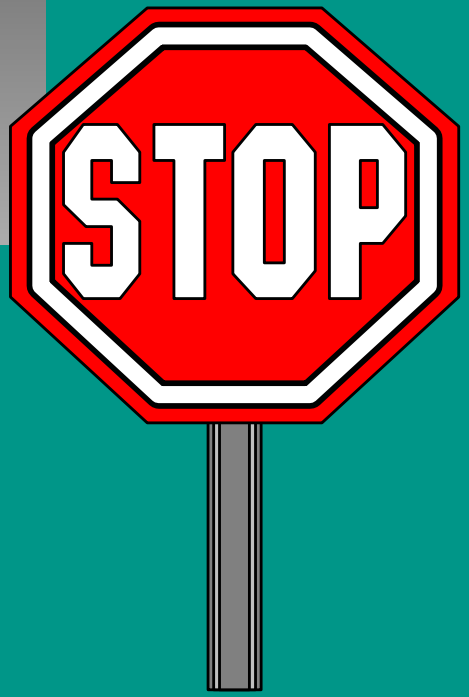
- RIF demotion - 2 or more GS grades
- Functional transfer declination*
- Reassignment declination*

* outside commuting area

Referral Priorities

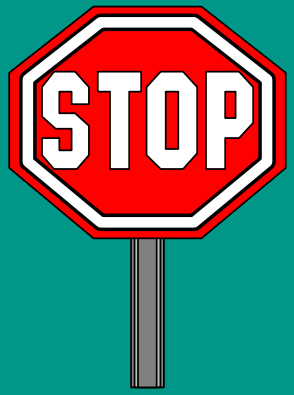
- RIF demotion - less than 2 GS grades
- Family Members

Priorities 1 and 2



- Promotions
- Reassignments
- Transfers
- Appointments
- Demotions to positions with greater promotion potential

Priority 3



Permits selection within component

Prohibits

- ***Appointments***
- ***Transfers***

Period of Registration

- Separation
  - Notice period plus 1 year
- RIF downgrade
  - Notice period
- Family members
  - One year

Registration Skills

Must be

FULLY QUALIFIED

- Reasonable orientation
- No significant training

Registration Grades

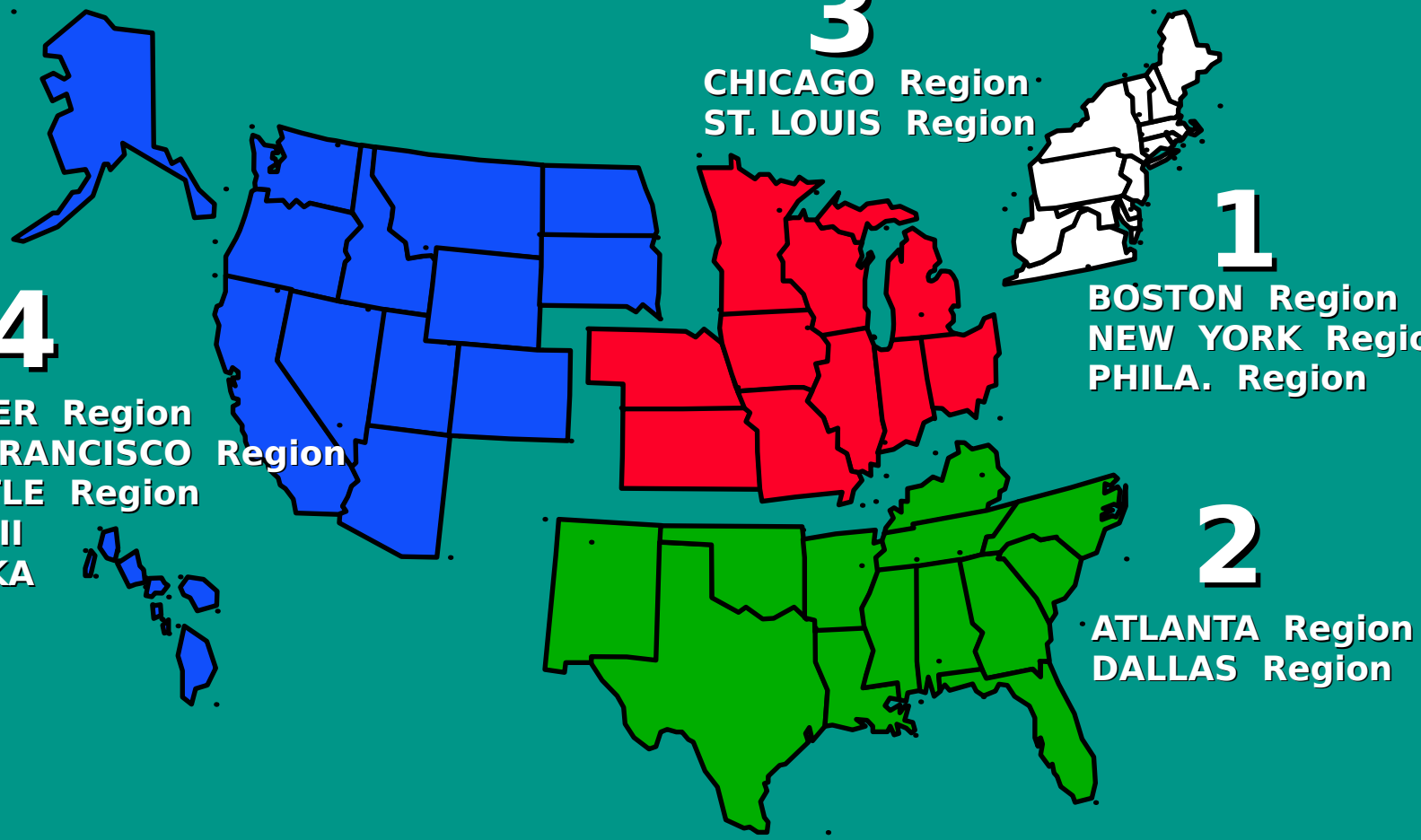
Current permanent / retained grade

3 GS grades below high grade

Area of Referral

- Mandatory - commuting area
- No broader than necessary
- "Pinpointing" not allowed
- Other federal agencie
- Private sector

DoD Zones


3
CHICAGO Region
ST. LOUIS Region
1
BOSTON Region
NEW YORK Regio
PHILA. Region
4
DENVER Region
SAN FRANCISCO Region
SEATTLE Region
HAWAII
ALASKA
2
ATLANTA Region
DALLAS Region

Gaining Activities

- Recognize that registrants have been adversely affected through no fault of their own
- Implement effective operating instructions
- Act promptly

Gaining Activities

- Match all vacancies
- Exceptions:
  - 39 in PPP Operations Manual
  - Others approved by program Coordinators

Gaining Activity Excep

Definition of "Activity"

- All organizations within a component, within the commuting area, serviced by same human resource office or on-site customer support unit, regardless of competitive areas; or
- All jobs within a single RIF competitive area, regardless of location or servicing human resource office.

Gaining Activity Excep

- CLG
  - No greater promotion potential
- Details
- Reassignments
  - No greater promotion potential
  - Abolish vacancy or submit job of same grade to PPP

Gaining Activity Excep

- **Temporary promotions NTE 1 year during downsizing or major reorganization**
  - **Clear PPP for permanent before extending beyond 1 year**
  - **Must be clear nexus between vacancy & downsizing/reorganization**

Exception for Planned Management Action

- Adding higher grade duties to an encumbered position
  - "cancel and establish" action
- Competition required
- PPP placement would cause RIF separation/downgrade
  - Displacement from current organization not sufficient

Exception for Planned Management Action

- Must be clear nexus between jobs
  - New job absorbs all or most of duties of abolished job
- No chain actions
- Hiring freeze not a factor

Gaining Activity Proce

NEVER

- Change or cancel a vacancy
- Delay filling a vacancy
- Impose higher standards...

To avoid making a PPP off

Gaining Activity Proce

Order of Offers

- Priority order
- Activity determines order within same priority
  - Consider qualifications, geographic area, component, nearness to separation

Gaining Activity Proce

Judging Qualification

- GS-12 or higher - may request SF-171 / OF-612
- OPF for GS-14/15
- All contact is between two personnel offices

Gaining Activity Proce

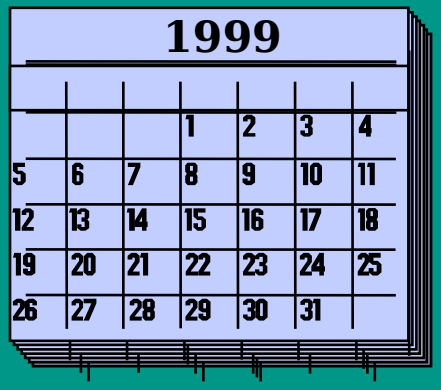
Qualifications Disput

- Same Region - Regional Coordinator decides
- Two Regions - Disagreement: Component Coordinator decides if same Component; otherwise CARE Program Coordinator decides

Job Offers

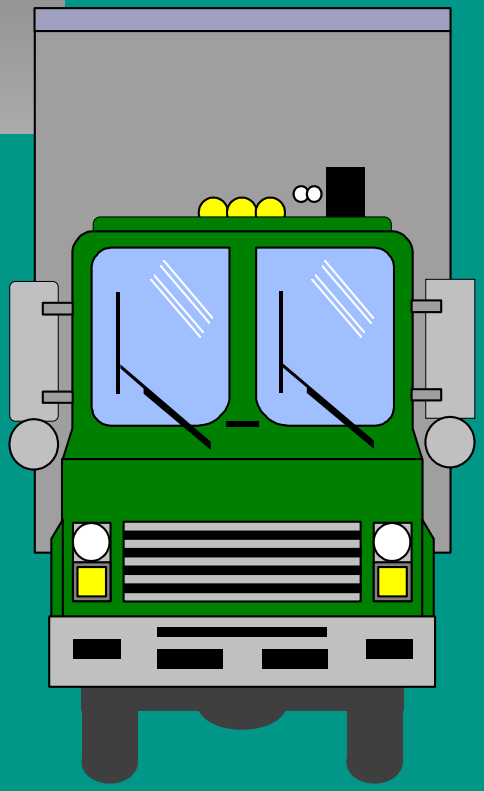
- 2 days to respond
- One valid offer only

Reporting Dates



- CONUS - 14 - 30 days
- Overseas - 45 days

Moving Expenses



- **Within DoD**
  - *Losing activity pays*
  - *$$$ in accordance with JTR*
- **Outside DoD**

PPP Statistics

Total Registrations - 6,

Priority 1 - 86%

Priority 2/3 -

** as of 15 Oct 99*

PPP Statistics

Job Offers - 4,521*

- Accepted - 4,083 (90%)
- Declined - 438 (10%)

* 1 Oct 98 - 30 Sep 99

PPP Statistics

- Personnel actions in FY97 (DoD-wide):

  277,301

- PPP placements in FY97:

  7,653

  (2.8%)

PPP Statistics

- Permanent appointments in FY97 (DoD-wide):

  28,833

- PPP reinstatements in FY97:

  1,772

  (6.1%)

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